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## Division Director's Message

Over the past two years the Utah State Offices of Ethnic Affairs with their respective councils have made tremendous progress in identifying critical issues with ethnic populations. Their joint work plan has provided direction in pursuing solutions to complex problems. Focus of their efforts is now on four critical issues: Criminal Justice, Economic Opportunities, Education and Health. These areas have the greatest impact on the lives of the ethnic populations of Utah. I believe it is essential to continue to concentrate staff and council efforts in these areas and I'm pleased to see this year's joint work plan continue in this direction.

I am also glad to see the plan identify a staff role of being a resource to government agencies and citizens of Utah. As other state and local government agencies learn of the critical issues of our ethnic populations it will be easier to solicit their cooperation and action in solving problems we face in our ethnic communities.

The coming year will also provide staff with an opportunity to participate in planning in a Division Olympic Legacy. This legacy effort will continue through the 2002 Olympic Games and should provide opportunity to "show case" the diversity of cultures in Utah.

I compliment our Ethnic Directors in their work. They were recognized within the Division of Business and Economic Development for their outstanding team effort over the past year.

Sincerely,

Rick J. Mayfield, Director  
Department of Community and Economic Development





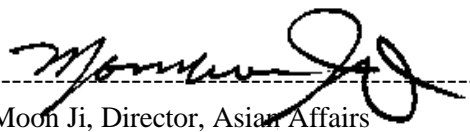
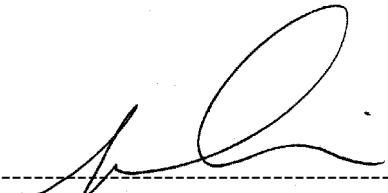
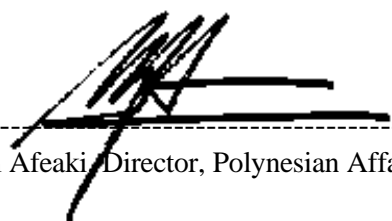
## Introduction

The 1998-1999 fiscal year has come to a close and it is time that we look forward to our third Joint Work Plan. As directors, we met twice with the Governor's and the Lt. Governor's Offices to report on the progress that we had made on our Work Plan. Our annual report is currently being compiled to be published.

We returned to our respective advisory councils and our various communities to identify the issues that the ethnic offices will pursue in this new fiscal year. It was an overwhelming consensus that the ethnic offices should continue to work on the four objectives from the 1998-1999 Joint Ethnic Work Plan. It was strongly felt that these same objectives make the biggest impact on the ethnic population of Utah and the needs cannot be met within only one twelve calendar month period.

As directors, we also took note that a good part of our time is spent in helping the ethnic communities of Utah in varying circumstances from cases involving the city, to county, to state and even federal government. In our continuing effort to serve our ethnic population, we have been actively involved in educating our people as well as directing them to the appropriate agency where they could get the necessary assistance. We have added this as another objective in our Joint Ethnic Work Plan. In addition, we also felt that we needed to encourage our ethnic communities to participate in the 2002 Salt Lake Olympic Legacy and this has been included in this new plan.

We will continue to work with the Governor's Initiative on Families Today (GIFT) to organize conferences in the ethnic communities to promote family values, to recognize ethnic young achievers in school, sports, leadership; and to educate the ethnic population on issues that impact them. The Division of Indian Affairs now has its own Work Plan and we will continue to work closely together to address many of the issues.

  
Moon Ji, Director, Asian Affairs  
Mildred Sparks, Director, Black Affairs  
Leticia Medina, Director, Hispanic Affairs  
William Afeaki, Director, Polynesian Affairs

# STATE ETHNIC OFFICES

1998-1999 Joint Work Plan

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History	1995 LEGISLATIVE STUDY	1996 ETHNIC TASK FORCE	1996 ETHNIC COUNCILS -- ISSUES AND SOLUTIONS	NEW EXECUTIVE ORDERS, 1997 & 1998-1999 ETHNIC OFFICES WORK PLAN
<p>The Ethnic Offices and Councils were created by Executive Orders. Initially, the staff served as ombudsmen between ethnic citizens and state government. These positions evolved into directors addressing policy making issues.</p> <p>Creation of the Ethnic Offices:</p> <p><b>1972</b> - Office of Black Affairs and the Black Advisory Council  <b>1973</b> - Office of Hispanic Affairs and the Hispanic Advisory Council  <b>1980</b> - Office of Asian/Polynesian Affairs and Asian/Polynesian Council  <b>1988</b> - Polynesian Advisory Council  <b>1994</b> - Office of Polynesian Affairs            ~~~~~            Division of Indian Affairs  <b>1959</b> -Division Created  <b>1991</b>-Utah Corporative Council  <b>1992</b>-Native American Remains Review Committee  <b>1997</b>-Native American Coordination Board</p>	<p>1. The 1995 Legislative Appropriations Committee allocated \$25,000 to study the purpose of the Ethnic Offices and the Ethnic Councils.</p> <p>2. Bonneville Research conducted the study and identified the following issues:</p> <ul style="list-style-type: none"> <li>* The 1994 Executive Order should be re-written</li> <li>* Constituents.</li> <li>* Establish Subcommittees</li> <li>* Ethnic Offices should remain as part of the Division of Business and Economic Development.</li> <li>* Funding through an approved annual work program.</li> </ul> <p>Clarification of the Councils and Ethnic Offices' role.</p> <p>Ethnic Offices' responsibilities.</p>	<p>1. The 1996 Legislative Appropriations Committee proposed that an Ethnic Task Force be created.</p> <p>2. The Ethnic Task Force met for several months to address issues identified during the 1996 Legislature. The Task Force was composed of legislators, community leaders and state administrators.</p> <p>3. The Ethnic Task Force was facilitated by Phyllis Caruth. The Task Force addressed the following areas:</p> <ul style="list-style-type: none"> <li>* Vision</li> <li>* Mission</li> <li>* Reporting Structure</li> <li>* Accounting</li> <li>* Process for communicating with the governor</li> <li>* Executive Order/Clarification</li> <li>* Policy-internal and external</li> <li>* Customers</li> <li>* Services and Programs</li> <li>* State Agencies, Governor's Office, Information/Referral, and Community Relations.</li> <li>* Statement of Work</li> <li>* Deliverables</li> <li>* Training</li> <li>* Physical Location of the Ethnic Affairs Office</li> <li>* Funding and Staffing</li> </ul>	<p>The Ethnic Councils met to identify issues of concern. Each council outlined the following critical issues:</p> <p><u>Asian American Advisory Council</u></p> <ul style="list-style-type: none"> <li>* Advisory Council</li> <li>* Education/Training (e.g., diversity training and training for first and second generations)</li> <li>* Discrimination</li> <li>* Health</li> <li>* Elderly</li> </ul> <p><u>Black Advisory Council</u></p> <ul style="list-style-type: none"> <li>* Advisory Council</li> <li>* Diversity within the Black community</li> </ul> <p><u>Hispanic Advisory Council</u></p> <ul style="list-style-type: none"> <li>* Information</li> <li>* Education</li> <li>* Economic Development</li> <li>* Health</li> <li>* Criminal Justice System</li> </ul> <p><u>Polynesian Advisory Council</u></p> <ul style="list-style-type: none"> <li>* Education</li> <li>* Criminal Justice</li> <li>* Economic Development</li> <li>* Health</li> <li>* Availability of Accurate Data</li> </ul>	<p>1. After reviewing the 1996 Ethnic Task Force recommendations, the Governor's Office rewrote and issued two Executive Orders to outline the work of the offices and councils.</p> <p>2. The Ethnic offices met for two days to develop an 18-month work plan (January 97-98). The following were the objectives :</p> <ol style="list-style-type: none"> <li>1. Access to Public Services</li> <li>2. Advisory Councils</li> <li>3. Criminal Justice System (Adults)</li> <li>4. Criminal Justice System (Juveniles)</li> <li>5. Discrimination</li> <li>6. Diversity Training</li> <li>7. Economic Opportunities</li> <li>8. Education</li> <li>9. Health</li> <li>10. Welfare Reform</li> </ol> <p>3. For the 1998-1999 joint work plan the Ethnic Offices developed a more in depth focus on the following objectives:</p> <ol style="list-style-type: none"> <li>1. Criminal Justice</li> <li>2. Economic Opportunities</li> <li>3. Education</li> <li>4. Health</li> </ol> <p>and the Governor's Initiative on Families Today (G.I.F.T.).</p>



## TEAMWORK STRATEGY

Through collaboration, the directors in the Office of Ethnic Affairs have developed a teamwork strategy concept for the 1999-2000 Joint Work Plan. This approach will make it possible for all directors to be involved in each of the areas while insuring maximum attention in addressing all the objectives. With directors teaming in pairs, there will be optimum time spent in working the assigned objectives. The two (2) person teams will ensure contact between the ethnic offices and organizations listed; attend and participate in necessary meetings and site visits; disseminate information to the other directors and be responsible for facilitating the deliverables.

Information and progress will be coordinated and shared during the director's weekly meetings and each director will in turn report findings to the Advisory Councils and ethnic communities.

<b>TEAM WORK FOR THE 1999-2000 WORK PLAN</b>	
<b>Objective</b>	<b>Teams</b>
CRIMINAL JUSTICE	Leticia Medina                      William Afeaki
ECONOMIC OPPORTUNITIES	Mildred Sparks                      Moon Ji
EDUCATION	William Afeaki                      Leticia Medina
HEALTH	Moon Ji                      Mildred Sparks
RESOURCE FOR GOVERNEMENT AND CITIZENS	Each Director will work individually with their communities and Advisory Councils.
SALT LAKE OLYMPIC COMMITTEE	Collaborative effort by all Directors
GOVERNOR'S INITIATIVE ON FAMILIES TODAY	Each Director will work individually with their communities and Advisory Councils.



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## JOINT WORK PLAN OBJECTIVES

### **OBJECTIVE # 1: CRIMINAL JUSTICE**

Continue to collaborate with the Commission on Criminal and Juvenile Justice (CCJJ) and the Sentencing Commission (SC), the Administration Offices of the Courts (AOC), and the Department of Corrections (DC) on critical issues impacting ethnic citizens.

### **OBJECTIVE # 2: ECONOMIC OPPORTUNITIES**

Continue to collaborate with the Department of Community and Economic Development (DCED), the Department of Commerce (DOC), the Department of Workforce Services (DWS), housing agencies, the Small Business Administration (SBA), Small Business Development Center (SBDC), and the Utah Business Resource Network (UBRN) to promote economic opportunities, marketable skills, and housing for the ethnic communities.

### **OBJECTIVE #3: EDUCATION**

Continue to collaborate with the Utah State Office of Education (USOE) and local school districts to address critical issues impacting ethnic students.

### **OBJECTIVE #4: HEALTH**

Continue to collaborate with the State Department of Health (SDH), the Division of Mental Health (DMH), the Department of Human Services (DHS), and local counties to address critical issues impacting the ethnic populations.

### **OBJECTIVE #5: RESOURCES FOR GOVERNMENT AND CITIZENS**

Continue to collaborate with the Governor's Office, State Legislature, State Departments and Local governments to ensure responsiveness to the needs of the ethnic citizens in the state.

### **OBJECTIVE #6: SALT LAKE OLYMPIC COMMITTEE 2002 WINTER GAMES**

Continue to collaborate with the Department of Community and Economic Development (DCED) and the Salt Lake Olympic Committee (SLOC) to promote and maintain ethnic presence in the Olympic Legacy.

### **OBJECTIVE #7: GOVERNOR'S INITIATIVE ON FAMILIES TODAY (G.I.F.T.) CONFERENCES**

Continue to collaborate with the Governor's Office, the Governor's Initiative on Families Today Office (G.I.F.T.), the Department of Human Services (DHS), and other government agencies to promote and maintain family values in the diverse communities in the state.